



Dell Technologies Supplier Diversity Policy

Dell Technologies strives to build the world's most diverse global supply chain by creating mutually beneficial partner relationships and paving the way for small and diverse global businesses to develop innovative solutions that drive human progress.

Our mission is to extend opportunities to small enterprises and diverse businesses that meet our procurement and contractual standards. We focus on businesses that are at least 51% owned and operated by women, minorities, veterans, service-disabled veterans, people with disabilities, disadvantaged persons, persons that identify as LGBTQ+, or those located in a HUBZone.

We cultivate sustainable partnerships to drive the inclusion of small and diverse suppliers who bring value to Dell Technologies and support business growth in underrepresented communities in our global supply chain.

All suppliers who would like to participate in Dell Technologies' Supplier Diversity Program must be certified by one of our approved global certifying bodies, all of whom partner with Dell on diverse supplier efforts:

- [National Minority Supplier Development Council \(NMSDC\) or one of its regional affiliates](#)
- [Women's Business Enterprise National Council \(WBENC\) or one of its regional affiliates](#)
- [Small Business Administration \(SBA\)](#)
- [National Veteran Business Development Council \(NVBDC\)](#)
- [National LGBT Chamber of Commerce \(NGLCC\)](#)
- [Disability:IN](#)
- [WEConnect International](#)
- [Minority Supplier Development China \(MSD\)](#)
- [Broad-based Black Economic Empowerment \(South Africa\)](#)
- [Ministry of Micro, Small & Medium Enterprises \(India\)](#)

Key Principles:

- We recognize a robust and diverse supplier community is essential to economic vitality and we actively seek opportunities to conduct business with a competitive, diverse set of suppliers.
- We support policies and practices that promote fairness and inclusion.
- We encourage diverse suppliers to seek certification from one of the approved third-party agencies because certification authenticates diversity attributes and credibility.
- We foster collaborative supplier relationships to strengthen our communities and the diverse-owned businesses within it. Our program reflects the communities where we live and work.
- We support diversity at multiple levels within our supply chain. We expect our suppliers to work cooperatively with diverse suppliers that we identify and to develop and use diverse suppliers of their own while performing work on our behalf.
- We expect our suppliers to report their Tier 2 supplier diversity program's established performance to help us understand and monitor progress and opportunities for continuous improvement.

- We report on our Supplier Diversity Program performance with integrity and transparency. This is a shared commitment between Dell Technologies and its affiliates, employees and contractors. We will conduct business in a manner that reflects the above principles.
- The metrics for measuring the success of diverse businesses are the same as the comparison metrics used for measuring competing non-diverse suppliers and should be tied to Dell Technologies' corporate goals.
- Dell Technologies will provide ongoing leadership and resources to ensure the effective implementation of the above principles, including developing implementation strategies and specific action plans.
- Dell Technologies commits to periodically reviewing this policy to ensure it remains relevant and meets changing expectations.

For more information about our Supplier Diversity commitment, please visit [Supplier Diversity | Dell USA](#).